General Assembly

Distr.: General
20 February 2015

Sixty-ninth session
Agenda item 139

Resolution adopted by the General Assembly on 29 December 2014

[*on the report of the Fifth Committee (A/69/683)*]

69/251. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013 and 68/253 of 27 December 2013 and its decisions 67/551 and 67/552 A of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 2014,[1]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for the year 2014;[1]

3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;[2]

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[1] *Official Records of the General Assembly, Sixty-ninth Session, Supplement No. 30* (A/69/30).

[2] Resolution 3357 (XXIX), annex.

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4. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

I

Conditions of service applicable to both categories of staff

A. Comprehensive review of the common system compensation package

1. *Takes note* of the information provided in the report of the Commission on the status of the comprehensive review of the common system compensation package;

2. *Notes* the ongoing work of the Commission on the comprehensive review of compensation, and looks forward to considering the results of this exercise at the seventieth session of the General Assembly;

3. *Requests* the Commission to provide, at the first part of the resumed sixty-ninth session of the General Assembly, an informal briefing on the progress of the comprehensive review of compensation;

B. Health insurance

Approves the recommendation of the Commission to maintain at their existing ratios the current apportionment of health insurance premiums between the Organization and both active and retired staff participating in United States and non-United States health insurance plans;

C. Mandatory age of separation

1. *Takes note* of the analysis undertaken by the Commission, as requested in General Assembly resolution 68/253, on the impact of the suggested change in the mandatory age of separation on workforce and succession planning frameworks and all relevant human resources management policies;

2. *Decides* to raise the mandatory age of separation to 65 years for staff recruited before 1 January 2014, taking into account the acquired rights of staff, and requests the Commission to revert to the General Assembly with an implementation date at its earliest opportunity, but no later than the seventy-first session of the General Assembly, after consultations with all the organizations of the common system;

II

Conditions of service of staff in the Professional and higher categories

A. Gender balance in the United Nations common system

Notes with disappointment the insufficient progress made with regard to achieving the goal of 50/50 gender balance in the United Nations common system, especially in the Professional and higher categories, requests the Commission to encourage the organizations of the common system to fully implement existing gender balance policies and measures, and encourages the Commission to continue

to monitor progress in achieving gender balance and to report thereon in compliance with the decision contained in paragraph 137 of the report of the Commission;

B. Diversity in the United Nations common system

Welcomes the decision of the Commission contained in paragraph 149 of its report, requests the Commission to continue to recommend measures that would be more favourable to diversity, and encourages the Commission to continue its periodic reviews and reports on all diversity-related issues in the common system;

C. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2015, as recommended by the Commission in paragraph 157 of its report, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories, as contained in annex III to the report;

D. Evolution of the margin and margin management around the desirable midpoint

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the estimated margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2014 is 117.4 and that its five-year average (2010–2014) stands at 116.4, which is above the desirable midpoint of 115;

3. *Recalls* section II.B, paragraph 5, of its resolution 68/253, and requests the Commission to continue action to bring the calendar year margin to around the desirable midpoint, without prejudice to any future decision of the General Assembly;

4. *Requests* the Commission to further examine issues relating to margin management in the context of its ongoing comprehensive review of compensation;

E. Post adjustment matters

Recalling its request, contained in its resolution 68/253, that the Commission submit proposals on synchronizing the post adjustment cycles at headquarters duty stations,

1. *Takes note* of the decision of the Commission to review the post adjustment classifications of all headquarters and other group I duty stations once a year, on the anniversary date of the post adjustment classification review for New York;

2. *Also takes note* of the decision of the Commission to refer the question of the continued use of the 5 per cent rule for group I duty stations for consideration by the Advisory Committee on Post Adjustment Questions, in the context of its review of the operational rules governing the post adjustment system;

III

Conditions of service of staff in the General Service and other locally recruited categories

Notes the intention of the Commission to review the compensation package for staff in the General Service and National Professional Officer categories once the review of the compensation package for staff in the Professional and higher categories is completed.

77th plenary meeting
29 December 2014

United Nations A/RES/69/252

General Assembly

Distr.: General
18 February 2015

Sixty-ninth session
Agenda item 142

Resolution adopted by the General Assembly on 29 December 2014

[*on the report of the Fifth Committee (A/69/689)*]

69/252. Report on the activities of the Office of Internal Oversight Services

The General Assembly,

I

Activities of the Office of Internal Oversight Services

Recalling its resolutions 48/218 B of 29 July 1994, 54/244 of 23 December 1999, 59/272 of 23 December 2004, 60/259 of 8 May 2006, 63/265 of 24 December 2008, 64/232 of 22 December 2009, 64/263 of 29 March 2010, 65/250 of 24 December 2010, 66/236 of 24 December 2011, 67/258 of 12 April 2013 and 68/21 of 4 December 2013,

Having considered the report of the Office of Internal Oversight Services on its activities for the period from 1 July 2013 to 30 June 2014,[1]

1. *Reaffirms* its primary role in the consideration of and action taken on reports submitted to it;

2. *Also reaffirms* its oversight role and the role of the Fifth Committee in administrative and budgetary matters;

3. *Further reaffirms* the independence and the separate and distinct roles of the internal and external oversight mechanisms;

4. *Recalls* that the Office of Internal Oversight Services of the Secretariat shall exercise operational independence relating to the performance of its internal oversight functions, under the authority of the Secretary-General, in accordance with the relevant resolutions;

5. *Encourages* United Nations internal and external oversight bodies to further enhance the level of cooperation with one another, such as through joint work-planning sessions, without prejudice to the independence of each;

6. *Takes note* of the report of the Office;[1]

7. *Reaffirms* that the Board of Auditors and the Joint Inspection Unit shall continue to be provided with copies of all reports produced by the Office, requests

[1] A/69/308 (Part I) and Add.1.

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that those reports be made available within one month of their finalization, and emphasizes the need for comments by the Board and the Unit, as appropriate;

8. *Requests* the Secretary-General to continue to ensure the full implementation of the accepted recommendations of the Office, including those relating to cost avoidance, recovery of overpayments, efficiency gains and other improvements, in a prompt and timely manner, and to provide detailed justifications in cases in which recommendations of the Office are not accepted;

9. *Emphasizes* the need for the Office to continue to refine its risk-based workplan in order to ensure that it fully captures high-risk areas such as those relating to procurement activities at the mission level as well as those related to fraud, including by contractors and implementing partners;

10. *Recalls* paragraph 18 of its resolution 62/247 of 3 April 2008, and in this regard requests the Secretary-General to submit to the General Assembly at the main part of its seventieth session the report on terms of reference to strengthen the investigations function in the United Nations;

11. *Requests* the Secretary-General to ensure that the annual reports of the Office continue to include a brief description of any impairment of its independence;

12. *Recalls* paragraph 14 of its resolution 68/21, and in this regard requests the Secretary-General to report to the General Assembly by no later than the main part of its seventieth session on the proposal set out therein;

13. *Requests* the Secretary-General to ensure that all relevant resolutions pertaining to the work of the Office are brought to the attention of the relevant managers;

14. *Also requests* the Secretary-General to ensure that all relevant resolutions, including those of a cross-cutting nature, are brought to the attention of relevant managers and that the Office also takes those resolutions into account in the conduct of its activities;

15. *Further requests* the Secretary-General to continue to make every effort to fill the remaining vacant posts, particularly in the Investigations Division and in the field, in accordance with the relevant provisions governing recruitment in the United Nations;

II

Activities of the Independent Audit Advisory Committee

Recalling its resolutions 61/275 of 29 June 2007, 64/263, section II of its resolution 66/236, section II of its resolution 67/258 and section II of its resolution 68/21,

Having considered the annual report of the Independent Audit Advisory Committee on its activities for the period from 1 August 2013 to 31 July 2014,[2]

1. *Notes with appreciation* the work of the Independent Audit Advisory Committee;

2. *Reaffirms* the terms of reference of the Committee, as contained in the annex to General Assembly resolution 61/275;

[2] A/69/304.

3. *Endorses* the observations, comments and recommendations contained in paragraphs 16, 22, 26, 30, 31, 34, 40, 46, 48, 54, 57, 59, 62, 66, 70, 73, 75, 76, 88, 94 and 95 of the report of the Committee.

77th plenary meeting
29 December 2014